

Workforce Innovation and Opportunity Act
IVRS Policy Development
9/16

The Rehabilitation Services Bureau Management has been reviewing the regulations for IVRS to develop policies that are consistent with legislation and facilitate employment of persons with disabilities. The complexity of the task requires the team to not simply read the regulations, but understand the thinking and connections through evaluation and discernment of the preamble of the regulations. This is essential to ensure that the policy guidance developed is consistent with the Rehabilitation Services Administration (RSA) interpretation of the law.

Once the policies are written, training will be provided first to all the area office supervisors and then to all the area offices in regions. That training schedule has been developed and distributed to all the offices. The training is being developed simultaneously with the policy and is designed to encourage critical thinking and analysis of the policy for practical application. Staff will be encouraged to discuss the policy and the application of that policy, as well as questions that RSA uses in their monitoring visits. Staff will be encouraged to think about current cases during the training and consider how the policy might be applied, what is different from the past application of policy, and focus on achieving employment outcomes for our most significantly disabled population.

With the new legislation and regulations also came new performance measures by which IVRS will be measured. These performance measures are quite new to IVRS, although many of our core partners have been accountable to these measures for years:

PERFORMANCE MEASURES:

1. The percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program.
2. The percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program.
3. The median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program.
4. The indicators of effectiveness in serving employers established pursuant to clause (iv).
5. The percentage of program participants who obtain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent (subject to clause 4 (iii)), during participation in or within 1 year after exit from the program.
6. The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment.

Primary Indicators for Youth:

7. Percentage of program participants who are in education or training services, or in unsubsidized employment during second quarter after exit.

8. Percentage of program participants who are in education or training services, or in unsubsidized employment during fourth quarter after exit.
9. Median earnings of participants in unsubsidized employment during the second quarter after exit
10. Percentage of participants who obtain a recognized postsecondary credential, secondary school diploma or equivalent during participation or within one year after program exit
11. Percentage of participants who during a program year are in education that leads to a recognized postsecondary credential or employment and who are achieving measurable gains toward those goals.
12. The indicators of effectiveness in serving employers established pursuant to clause (iv).

Regarding the Performance Measures related to effectiveness in serving employers:

The data and performance team working on the WIOA collaboration of data has recommended, and it has been approved, that this measure will be evaluated according to job retention (wages), and employer penetration (number of employers who received services against all employers.) We are going to be working towards developing a data system that collects information on employers that work with each core partner repeatedly, but that won't be possible until we have a few years of data related to the employer penetration rate.

WIOA TRAINING:

RSB Management is working on developing training for staff related to WIOA. The approach will be such that information that is simply information but doesn't require a great deal of discussion will be placed in a PowerPoint on the intranet. The information that will be in this will include the following, but are simply examples of the information contained:

1. IVRS must have a copy of the student's financial aid award letter prior to issuing funding;
2. IVRS must obtain a copy of the student's grade reports/transcript to demonstrate measurable skill gains and allow for further funding;
3. Enrollment in post -secondary education on a part-time basis is defined by RSA as a total of 12 credit hours over the course of two completed consecutive semesters during the program year.